GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

AHDD&F Dept., – APDDCF Ltd.,- Voluntary Retirement Scheme (VRS) for the employees of the Andhra Pradesh Dairy Development Cooperative Federation Limited (APDDCF Ltd.)- Approved-Orders-Issued.

ANIMAL HUSBANDRY, DAIRY DEV. & FISHERIES (Dy &Vig.) DEPARTMENT

G.O.RT.No. 233 Dated: 30-12-2020
Read the following:-

1. From the M.D, APDDCF Ltd, Mangalagiri Lr. No. 53/ Personnel /VRS/ 2020, Dt.28.10.2020.
2. From the M.D, APDDCF Ltd, Mangalagiri Lr. No. 53/ Personnel /VRS/ 2020, Dt.15.12.2020.
3. Resolution No. 12, Dt. 28.10.2020 of the Board of Management of APDDCF Ltd., Mangalagiri.

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ORDER:

In the reference 1st & 2nd read above, the MD, APDDCF has informed among others, that the Board of Management of APDDCF has adopted the service regulations of APDDC, 1976 for all its employees from the date of its formation and hence, the service regulations of the employees are governed by the service bye-laws. Even though the plants are not in operation to its full capacity, a number of employees who were employed while the plants are flourishing prior to bifurcation remain idle and their salaries are not being paid and in some cases, salary payments are being delayed. In order to achieve optimum human resource utilization without any detriment to the interest of the organization, it is proposed to implement Voluntary Retirement Scheme (VRS) for the employees of APDDCF.

2. The MD, APDDCF has further informed that presently, the APDDCF Ltd., does not have any Voluntary Retirement Scheme (VRS) of its own as on date and the Board of Directors of APDDCF in the reference 3rd read above, in its 6th Special meeting held on 28.10.2020 resolved to implement the Gujarat pattern of VRS policy, as per the guidelines issued by the Department of Public Enterprises, GoI in their Office Memorandum No.14(11)/2014-DPE/VRS/FTS-7433, dated 20.07.2018 with the approval of the Government.

3. The Government after examination of the proposal, hereby approved the Voluntary Retirement Scheme (VRS) for the employees of the Andhra Pradesh Dairy Development Cooperative Federation Limited (APDDCF Ltd.) with the guidelines as appended to this order.

4. The Managing Director, APDDCF Ltd., Mangalagiri, shall take further necessary action in the matter accordingly.

5. This orders issues with the concurrence of the Finance (HR.II-PENSION) Department vide their Fin U.O No. FIN01-HR0OTHI/55/2020-HR-III, Dt. 01.12.2020.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

Dr. POONAM MALAKONDAIAH
SPECIAL CHIEF SECRETARY TO GOVERNMENT (FAC)

To
The Managing Director, APDDCF Ltd., Mangalagiri.
Copy to:
OSD to Addl. Secy., to CM.
P.S. to Min (AHDD&F).
P.S. to Chief Secretary to Govt., A.P.
P.S. to Spl. C.S to Government (FAC), AHDD&F Dept.,
The GA(Cabinet)Department.
SC/SF.

//FORWARDED:: BY ORDER//

SECTION OFFICER

ANNEXURE

(To G.O. Rt No.233 , Animal Husbandry, Dairy Development & Fisheries (Dy. &Vig.) Department, Dt.30.12.2020)

GUIDELINES FOR VOLUNTARY RETIREMENT SCHEME (VRS) FOR THE EMPLOYEES OF THE ANDHRA PRADESH DAIRY DEVELOPMENT COOPERATIVE FEDERATION LIMITED (APDDCF).

- The Scheme is prepared in tune with the guidelines issued by the Department of Public Enterprises, Government of India vide their Office Memorandum No. 14(11)/2014-DPE/VRS/FTS-7433, Dt. 20.07.2018.
- Due care is taken in formulation of this scheme so as to make it most beneficial to the employees that would exercise this option.
- The employees who are due for superannuation after 28.02.2021 only are eligible under this scheme.
- 01.01.2021 is fixed as the cut-off date for exercising option under this scheme.
- Eligible employees shall submit their option forms to the In-charge Officer of the District Unit from 01.01.2021 under proper acknowledgment before 5 PM of 28.02.2021.
- No age bar OR Minimum qualifying service is prescribed under this scheme.
- Contract/ Casual/ Daily Wage Workers are outside the purview of this scheme.
- The package under this scheme is - 35 days' salary (Pay+ DA) for every completed year of service and 25 days' salary (Pay+ DA) for every year of the balance of the service left until superannuation. However, the total package amount shall not exceed the gross salary for the remaining period of employee's service.
- The salary for this scheme shall be calculated on the basis of 30 days in a month.
- Calculation of compensation would be on the basis of completed years of service or part thereof.
- The part of the year served shall be entitled for ex-gratia on pro-rata basis. Logically, this pro-rata calculation should also be for the remaining part of service.
- Arrears of wages due to revision, etc., will not be included in computing the eligible amount.
- The APDDCF reserves the right of refusing the application of any employees' request for voluntary retirement in case of pendency or contemplation of any departmental/court proceedings against the employee, which are likely to culminate into major penalty of dismissal or removal from service.

Dr. POONAM MALAKONDAIAH
SPECIAL CHIEF SECRETARY TO GOVERNMENT (FAC)